



# STATE OF INDIANA

MICHAEL R. PENCE, Governor

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**To: Bargaining Stakeholders**

**From: Sarah Cudahy, Executive Director & General Counsel**

**Date: August 19, 2016**

**Re: Compliance Findings on Hold for New Part of Compliance Rubric**

Indiana Code Section 20-28-9-1.5(b) sets forth the requirements of compensation plans, which are used to provide all bargained teacher salaries. Pursuant to this section, the Board added the following to its 2016 rubric:<sup>1</sup>

The amounts of raises must be based on factors. That means that a % or number or points must be issued based on the factors, and must be consistent within those factors. For example if one factor is experience, the experience factor must either be the same increases for everyone (e.g., 2 points, \$2,000, or 2%), or the differentiation must be factored into the 33% (e.g., 20% for prior year, 10% for any additional years of service, 70% evaluation rating).

**Any non-compliance with this language will be noted, but not cited as a compliance finding, in compliance reports for this bargaining season. More guidance will be issued prior to the next bargaining season.**

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<sup>1</sup> This section found in IEERB CBA Rubric (updated 6/2016) at p. 5 under Salary, Compensation Plan, 2-4 statutory factors, [http://www.in.gov/ieerb/files/2016\\_IEERB\\_Rubric%281%29.pdf](http://www.in.gov/ieerb/files/2016_IEERB_Rubric%281%29.pdf).